AMENDMENTS TO THE CLAIMS

1.   (Currently Amended) A guidance method of maintaining goals using a computer system with at least first and second goal types so as to promote goal alignment, the guidance method comprising:

providing a first rule for relationships between goals of the first goal type;

providing a second rule for relationships between goals of the first goal type and goals of the second goal type;

storing a primary goal of the first goal type;

determining content for a user interface, based on the first and second rules, such that the content directs a user of the user interface in generation of content of a secondary goal of the second goal type that causes alignment of the secondary goal with the primary goal of the first goal type;

performing using a computer system:

storing the secondary goal of the second goal type;

determining, with the computer system, if the primary goal has been modified;

if the primary goal has been determined to have been modified, generating an alignment warning with the computer system to provide notice regarding alignment between the modified primary goal and the secondary goal, wherein generating an alignment warning comprises generating an alignment warning for display to alert a viewer of the display of the alignment warning.

2.   (Previously Presented) The method of Claim 1, further comprising:

activating a wizard, wherein:

determining content for the user interface comprises automatically customizing content for a screen capable of being displayed by the wizard, based on at least one of the first rule and the second rule, to direct the user of the user interface in the generation of the content of the secondary goal that results in alignment of the secondary goal with the primary goal.

1   3.   (Previously Presented) The method of Claim 2, further comprising:

2   activating the wizard in response to a request from a user to modify the secondary

3   goal;

4   prompting the user to select a team to be associated with the secondary goal from

5   a drop-down list of teams; and

6   prompting the user to select a parent goal for the secondary goal from a list

7   showing all team goals linked to the selected team.

1   4.   (Previously Presented) The method of Claim 3, further comprising:

2   in response to modification of the secondary goal, automatically determining

3   whether a child goal exists for the secondary goal; and

4   in response to determining that the child goal does exist, automatically flagging

5   the child goal to cause a user interface for an owner of that child goal to

6   indicate that the child goal should be checked for alignment.

1   5.   (Original) The method of Claim 4, further comprising:

2   determining that the owner has verified the alignment of the child goal; and

3   in response to determining that the owner has verified the alignment,

4   automatically unflagging the child goal.

1   6.   (Previously Presented) The method of Claim 5, wherein determining

2   content for the user interface comprises automatically flagging the secondary goal for

3   supervisory approval in response to determining that the user has a supervisor.

1   7.   (Previously Presented) The method of Claim 6, wherein determining

2   content for the user interface comprises:

3   populating objects for a graphical user interface with alignment information and

4   warnings; and

5   providing connections to tools for checking alignment.

1   8.   (Original) The method of Claim 7, wherein populating objects for a

2   graphical user interface with alignment information and warnings comprises specifying

3   an appearance for at least one of a manager warning object, a feedback warning object,

4   and an alignment warning object.

1   9.   (Original) The method of Claim 8, wherein specifying an appearance for

2   at least one of a manager warning object, a feedback warning object, and an alignment

3   warning object comprises highlighting the alignment warning object in response to

4   determining that the parent goal has been modified.

1   10.   (Previously Presented) The method of Claim 8, wherein specifying an

2   appearance for at least one of a manager warning object, a feedback warning object, and

3   an alignment warning object comprises highlighting the manager warning object in

4   response to determining that a supervisor has provided feedback pertaining to the

5   secondary goal.

1   11.   (Original) The method of Claim 7, wherein:

2   providing connections to tools for checking alignment comprises providing an

3   alignment warning object; and

4   the method further comprises displaying an interface for viewing the parent goal,

5   in response to selection of the alignment warning object.

1   12.   (Previously Presented) The method of Claim 7, wherein determining

2   content for the user interface further comprises providing an evaluation status object that

3   indicates whether a supervisor has evaluated the secondary goal.

1   13.   (Previously Presented) The method of Claim 12, wherein determining

2   content for the user interface further comprises providing an evaluation summary object

3   that reflects evaluation results relating to at least one of importance and effectiveness of

4   the secondary goal.

1   14.-55.   (Canceled)

1   56.   (Previously Presented) The method of Claim 1 wherein generation of

2   content of a secondary goal of the second goal type that causes alignment of the

3   secondary goal with the primary goal of the first goal type comprises generation of the

4   content of the secondary goal that results in realization of at least part of the primary

5   goal.

1   57.   (Previously Presented) A computer system comprising:

2   a processor; and

3   a memory, coupled to the processor, having code stored therein and executable by

4   the processor for:

5   providing a first rule for relationships between goals of the first goal type;

6   providing a second rule for relationships between goals of the first goal

7   type and goals of the second goal type;

8   storing a primary goal of the first goal type;

9   determining content for a user interface, based on the first and second

10   rules, such that the content directs a user of the user interface in

11   generation of content of a secondary goal of the second goal type

12   that causes alignment of the secondary goal with the primary goal

13   of the first goal type;

14   storing the secondary goal of the second goal type;

15   determining, with the computer system, if the primary goal has been

16   modified; and

17   if the primary goal has been determined to have been modified, generating

18   an alignment warning with the computer system to provide notice

19   regarding alignment between the modified primary goal and the

20   secondary goal, wherein generating an alignment warning

21   comprises generating an alignment warning for display to alert a

22   viewer of the display of the alignment warning.

1   58.   (Previously Presented) The computer system of Claim 57 wherein the

2   code is further configured for:

3   activating a wizard; and

4   wherein the code for determining content for a user interface is further configured

5   for automatically customizing content for a screen capable of being

6   displayed by the wizard, based on at least one of the first rule and the

7   second rule, to direct the user of the user interface in the generation of the

8   content of the secondary goal that results in alignment of the secondary

9   goal with the primary goal.

1   59.   (Previously Presented) The computer system of Claim 58 wherein the

2 code is further configured for:

3   activating the wizard in response to a request from a user to modify the secondary

4   goal;

5   prompting the user to select a team to be associated with the secondary goal from

6   a drop-down list of teams; and

7   prompting the user to select a parent goal for the secondary goal from a list

8   showing all team goals linked to the selected team.

1   60.   (Previously Presented) The computer system of Claim 59 wherein the

2 code is further configured for:

3   in response to modification of the secondary goal, automatically determining

4   whether a child goal exists for the secondary goal; and

5   in response to determining that the child goal does exist, automatically flagging

6   the child goal to cause a user interface for an owner of that child goal to

7   indicate that the child goal should be checked for alignment.

1   61.   (Previously Presented) The computer system of Claim 60 wherein the

2 code is further configured for:

3   determining that the owner has verified the alignment of the child goal; and

4   in response to determining that the owner has verified the alignment,

5   automatically unflagging the child goal.

1   62.   (Previously Presented) The computer system of Claim 61 wherein the

2 code for determining content for the user interface is further configured for automatically

3 flagging the secondary goal for supervisory approval in response to determining that the

4 user has a supervisor.

1   63.   (Previously Presented) The computer system of Claim 62 wherein the
2   code for determining content for the user interface is further configured for:
3   populating objects for a graphical user interface with alignment information and
4   warnings; and
5   providing connections to tools for checking alignment.

1   64.   (Previously Presented) The computer system of Claim 63 wherein the
2   code for populating objects for a graphical user interface with alignment information and
3   warnings is further configured for specifying an appearance for at least one of a manager
4   warning object, a feedback warning object, and an alignment warning object.

1   65.   (Previously Presented) The computer system of Claim 64 wherein the
2   code for specifying an appearance for at least one of a manager warning object, a
3   feedback warning object, and an alignment warning object is further configured for
4   highlighting the alignment warning object in response to determining that the parent goal
5   has been modified.

1   66.   (Previously Presented) The computer system of Claim 64 wherein the
2   code for specifying an appearance for at least one of a manager warning object, a
3   feedback warning object, and an alignment warning object comprises is further
4   configured for highlighting the manager warning object in response to determining that a
5   supervisor has provided feedback pertaining to the secondary goal.

1   67.   (Previously Presented) The computer system of Claim 63 wherein the
2   code is further configured for:
3   providing connections to tools for checking alignment comprises providing an
4   alignment warning object; and
5   the code is further configured for displaying an interface for viewing the parent
6   goal, in response to selection of the alignment warning object.

1   68.   (Previously Presented) The computer system of Claim 63 wherein the

2   code for determining content for the user interface is further configured for providing an

3   evaluation status object that indicates whether a supervisor has evaluated the secondary

4   goal.

1   69.   (Previously Presented) The computer system of Claim 68 wherein the

2   code for determining content for the user interface is further configured for providing an

3   evaluation summary object that reflects evaluation results relating to at least one of

4   importance and effectiveness of the secondary goal.

1   70.   (Previously Presented) The computer system of Claim 57 wherein

2   generation of content of a secondary goal of the second goal type that causes alignment

3   of the secondary goal with the primary goal of the first goal type comprises generation of

4   the content of the secondary goal that results in realization of at least part of the primary

5   goal.

1   71.   (Currently Amended) A _tangible_ computer readable medium comprising

2   code stored therein and executable by a processor, wherein the code is configured for:

3   providing a first rule for relationships between goals of the first goal type;

4   providing a second rule for relationships between goals of the first goal

5   type and goals of the second goal type;

6   storing a primary goal of the first goal type;

7   determining content for a user interface, based on the first and second

8   rules, such that the content directs a user of the user interface in

9   generation of content of a secondary goal of the second goal type

10   that causes alignment of the secondary goal with the primary goal

11   of the first goal type;

12   storing the secondary goal of the second goal type;

13   determining, with the computer system, if the primary goal has been

14   modified; and

15	if the primary goal has been determined to have been modified, generating
16	an alignment warning with the computer system to provide notice
17	regarding alignment between the modified primary goal and the
18	secondary goal, wherein generating an alignment warning
19	comprises generating an alignment warning for display to alert a
20	viewer of the display of the alignment warning.

1	72. (Currently Amended) The <u>tangible</u> computer readable medium of Claim
2	71 wherein the code is further configured for:
3	activating a wizard; and
4	wherein the code for determining content for a user interface is further configured
5	for automatically customizing content for a screen capable of being
6	displayed by the wizard, based on at least one of the first rule and the
7	second rule, to direct the user of the user interface in the generation of the
8	content of the secondary goal that results in alignment of the secondary
9	goal with the primary goal.

1	73. (Currently Amended) The <u>tangible</u> computer readable medium of Claim
2	72 wherein the code is further configured for:
3	activating the wizard in response to a request from a user to modify the secondary
4	goal;
5	prompting the user to select a team to be associated with the secondary goal from
6	a drop-down list of teams; and
7	prompting the user to select a parent goal for the secondary goal from a list
8	showing all team goals linked to the selected team.

1	74. (Currently Amended) The <u>tangible</u> computer readable medium of Claim
2	73 wherein the code is further configured for:
3	in response to modification of the secondary goal, automatically determining
4	whether a child goal exists for the secondary goal; and

5   in response to determining that the child goal does exist, automatically flagging

6   the child goal to cause a user interface for an owner of that child goal to

7   indicate that the child goal should be checked for alignment.

1   75.   (Currently Amended) The <u>tangible</u> computer readable medium of Claim

2   74 wherein the code is further configured for:

3   determining that the owner has verified the alignment of the child goal; and

4   in response to determining that the owner has verified the alignment,

5   automatically unflagging the child goal.

1   76.   (Currently Amended) The <u>tangible</u> computer readable medium of Claim

2   75 wherein the code for determining content for the user interface is further configured

3   for automatically flagging the secondary goal for supervisory approval in response to

4   determining that the user has a supervisor.

1   77.   (Currently Amended) The <u>tangible</u> computer readable medium of Claim

2   76 wherein the code for determining content for the user interface is further configured

3   for:

4   populating objects for a graphical user interface with alignment information and

5   warnings; and

6   providing connections to tools for checking alignment.

1   78.   (Currently Amended) The <u>tangible</u> computer readable medium of Claim

2   77 wherein the code for populating objects for a graphical user interface with alignment

3   information and warnings is further configured for specifying an appearance for at least

4   one of a manager warning object, a feedback warning object, and an alignment warning

5   object.

1   79.   (Currently Amended) The <u>tangible</u> computer readable medium of Claim

2   78 wherein the code for specifying an appearance for at least one of a manager warning

3   object, a feedback warning object, and an alignment warning object is further configured

4 for highlighting the alignment warning object in response to determining that the parent

5 goal has been modified.

1 80. (Currently Amended) The <u>tangible</u> computer readable medium of Claim

2 79 wherein the code for specifying an appearance for at least one of a manager warning

3 object, a feedback warning object, and an alignment warning object comprises is further

4 configured for highlighting the manager warning object in response to determining that a

5 supervisor has provided feedback pertaining to the secondary goal.

1 81. (Currently Amended) The <u>tangible</u> computer readable medium of Claim

2 77 wherein the code is further configured for:

3 providing connections to tools for checking alignment comprises providing an

4   alignment warning object; and

5 the code is further configured for displaying an interface for viewing the parent

6   goal, in response to selection of the alignment warning object.

1 82. (Currently Amended) The <u>tangible</u> computer readable medium of Claim

2 77 wherein the code for determining content for the user interface is further configured

3 for providing an evaluation status object that indicates whether a supervisor has evaluated

4 the secondary goal.

1 83. (Currently Amended) The <u>tangible</u> computer readable medium of Claim

2 82 wherein the code for determining content for the user interface is further configured

3 for providing an evaluation summary object that reflects evaluation results relating to at

4 least one of importance and effectiveness of the secondary goal.

1 84. (Currently Amended) The <u>tangible</u> computer readable medium of Claim

2 71 wherein generation of content of a secondary goal of the second goal type that causes

3 alignment of the secondary goal with the primary goal of the first goal type comprises

4 generation of the content of the secondary goal that results in realization of at least part of

5 the primary goal.

1   85.   (Previously Presented) The method of Claim 1 wherein generating an
2   alignment warning comprises presenting a message on a computer display.

REMARKS

Claims 1-13 and 56-85 are pending in the application.

Claims 1-13 and 56-85 stand rejected.

Claims 1 and 71-84 have been amended.

Claim Rejections - 35 U.S.C. § 101

Claims 1-13, 56 and 71-85 stand rejected under 35 U.S.C. § 101.

Claim 1 has been amended to indicate that at least the last three elements are "performed using a computer system" and, thus, tied to a particular machine in compliance with *in re In re Bilski*, 545 F.3d 943 (Fed. Cir. 2008).

Claims 71-85 have been amended to recite a "tangible computer readable medium", thus, excluding 'signals' as proscribed by *in re Nuijten*, 500 F.3d 1346 (Fed. Cir. 2007).

Applicants respectfully request withdrawal of the rejection.

Claim Rejections - 35 U.S.C. § 103

Claims 1-8, 56-64, 70-78, 84 and 85 stand rejected under 35 U.S.C. § 103 (a) as being unpatentable over eWorkbench, as disclosed in *Meyer* ("eWorkbench: Real-time Tracking of Synchronized Goals), *Dutton* ("Making Reviews More Efficient and Fair") and Mottl ("Appraisal Software Ends HR Paper Chase"), in view of Beaven et al U.S. Publication No. 20040186762 (referred to herein as "*Beaven*"). Applicants respectfully traverse the rejection.

As established in Applicants' request for continued examination submission of June 26, 2009, *Meyer* in view of *Dutton* neither teaches nor suggests "if the primary goal has been